

Update on 2013-14 Finances & 2014-2015 Budget Process

March 17, 2014

5.00

4.90

4.50

M J J A S O N





2014-15 BUDGET ASSUMPTIONS

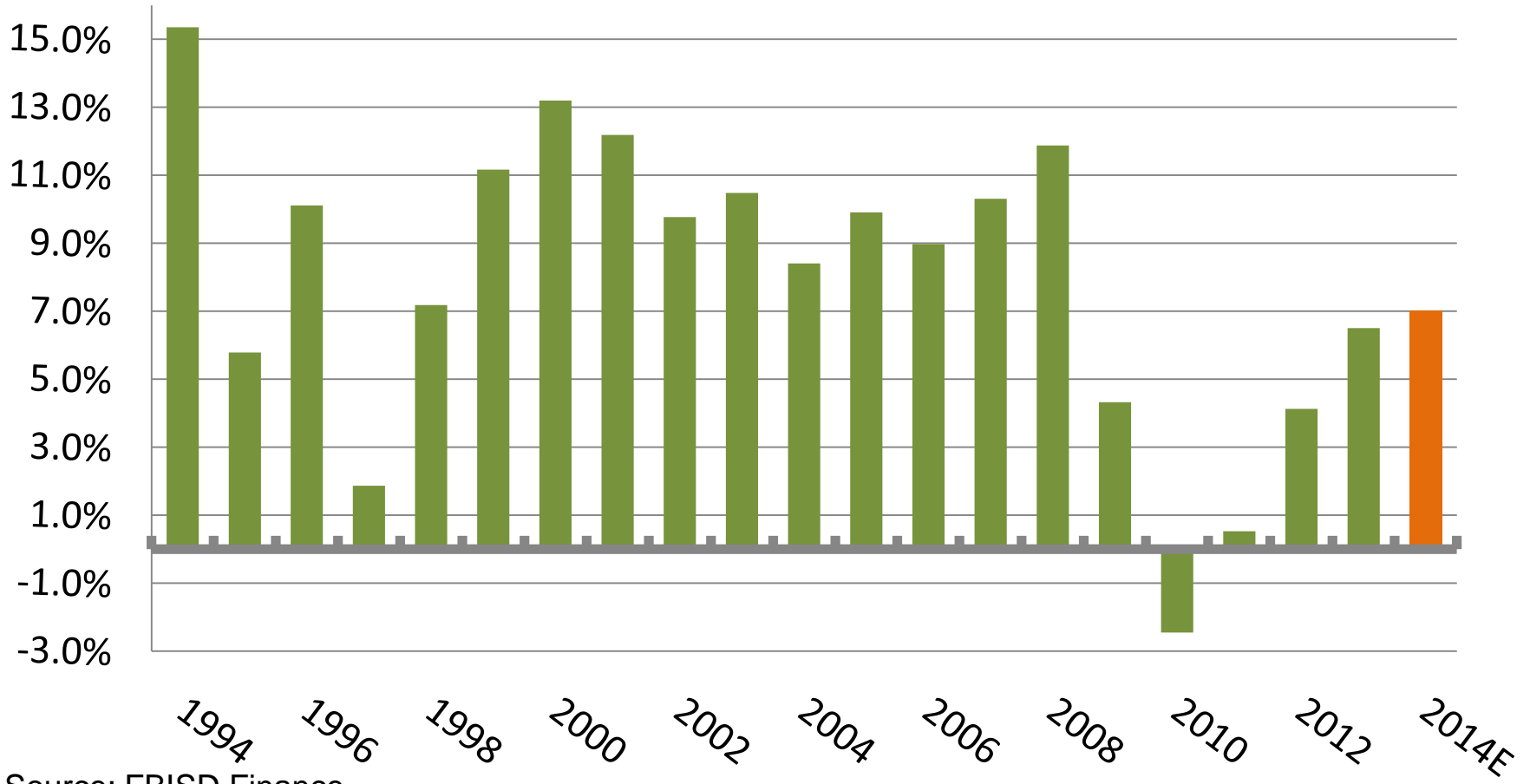
- **7.0% Assessed Value Growth**
- **Enrollment Growth of 1,460 Students - 2.1%**
- **TRS Supplement (one-time) \$4.6M**

ONGOING REVENUE ASSUMPTIONS

- **7.0% Assessed Value Growth**
- **Enrollment - PASA “most likely” estimate (1.8 to 2.0%)**
- **2.0% to 3.0% Growth for Other Income**
- **No new State revenue**



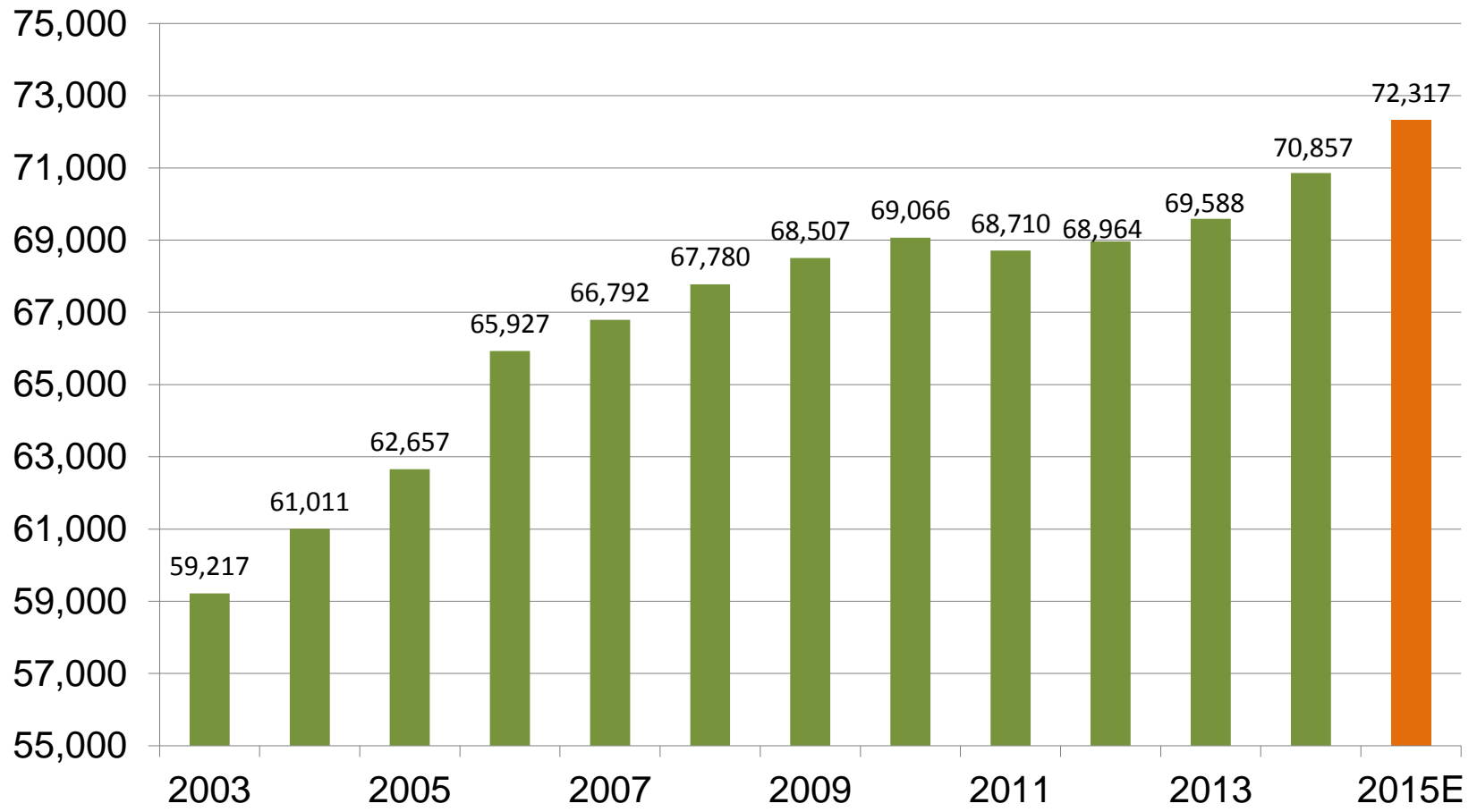
Annual Growth/(Decline) Net Assessed Property Value 1994 - 2014



Source: FBISD Finance

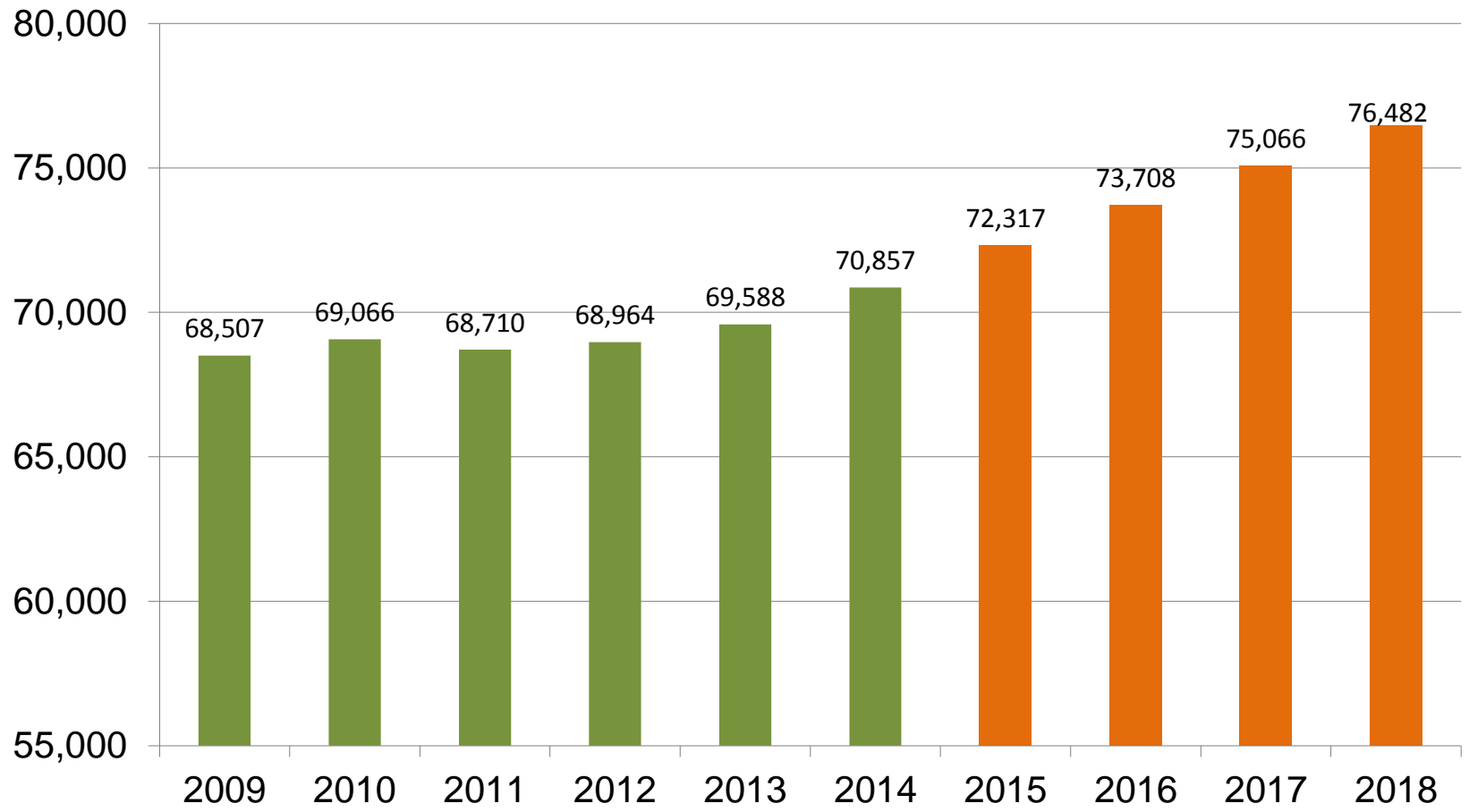


Average Student Enrollment





Average Student Enrollment





Revenue by Source

Preliminary

	2013-14	2014-15	2015-16	2016-17	2017-18
(\$M's)	Projection	Projection	Projection	Projection	Projection
Local	\$ 285.3	\$ 303.3	\$ 323.0	\$ 344.2	\$ 366.9
State	\$ 244.9	\$ 250.2	\$ 238.3	\$ 228.0	\$ 216.7
Federal	\$ 6.3	\$ 6.4	\$ 6.5	\$ 6.6	\$ 6.8
Total	\$ 536.5	\$ 559.9	\$ 567.8	\$ 578.9	\$ 590.4
Increase \$	\$ 49.6	\$ 23.4	\$ 7.9	\$ 11.1	\$ 11.5
Increase %	10.2%	4.4%	1.4%	2.0%	2.0%



2014-15 EXPENDITURE ASSUMPTIONS

- **73 Teachers for Enrollment Growth - \$4.2M**
- **New TRS Supplement (ongoing) - \$5.0M**
- **3% Increase in Non-Staff Expenses - \$2.0M**
- **No Other Investments Shown at This Time**

ONGOING EXPENDITURE ASSUMPTIONS

- **2% Increase in Payroll (combination new teachers and salary increases)**
- **2% Increase in Non-Staff Expenses**
- **Administration will Manage with Goal of Balanced Budgets**



Expenditures by Object Code

Preliminary

	2013-14	2014-15	2015-16	2016-17	2017-18
(\$M's)	Projection	Projection	Projection	Projection	Projection
Payroll Costs (61XX)	\$ 427.7	\$ 439.1	\$ 447.9	\$ 456.8	\$ 466.0
Prof. & Cntr. Serv.(62XX)	18.7	19.2	19.6	20.0	20.4
Supp. & Mat. (63XX)	35.8	36.7	37.4	38.2	39.0
Other Oper. Costs (64XX)	10.3	10.6	10.8	11.0	11.2
Capital Outlay (66XX)	5.1	2.4	2.4	2.5	2.5
Operating Expenditures	\$ 497.5	\$ 507.9	\$ 518.1	\$ 528.5	\$ 539.0
Other Uses	\$ 10.2	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 507.7	\$ 507.9	\$ 518.1	\$ 528.5	\$ 539.0
Increase \$	\$ 37.2	\$ 0.3	\$ 10.2	\$ 10.4	\$ 10.6
Increase %	7.9%	0.1%	2.0%	2.0%	2.0%



Funds Available

Preliminary

	2013-14	2014-15	2015-16	2016-17	2017-18
(\$M's)	Projection	Projection	Projection	Projection	Projection
Revenue	\$ 536.5	\$ 559.9	\$ 567.5	\$ 578.4	\$ 589.6
Increase \$	\$ 49.6	\$ 23.4	\$ 7.6	\$ 10.9	\$ 11.3
Increase %	10.2%	4.4%	1.4%	1.9%	1.9%
Expenditures	\$ 507.7	\$ 507.9	\$ 518.1	\$ 528.5	\$ 539.0
Increase \$	\$ 37.2	\$ 0.3	\$ 10.2	\$ 10.4	\$ 10.6
Increase %	7.9%	0.1%	2.0%	2.0%	2.0%
Surplus	\$ 28.8	\$ 51.9	\$ 49.4	\$ 49.9	\$ 50.6



State Peers

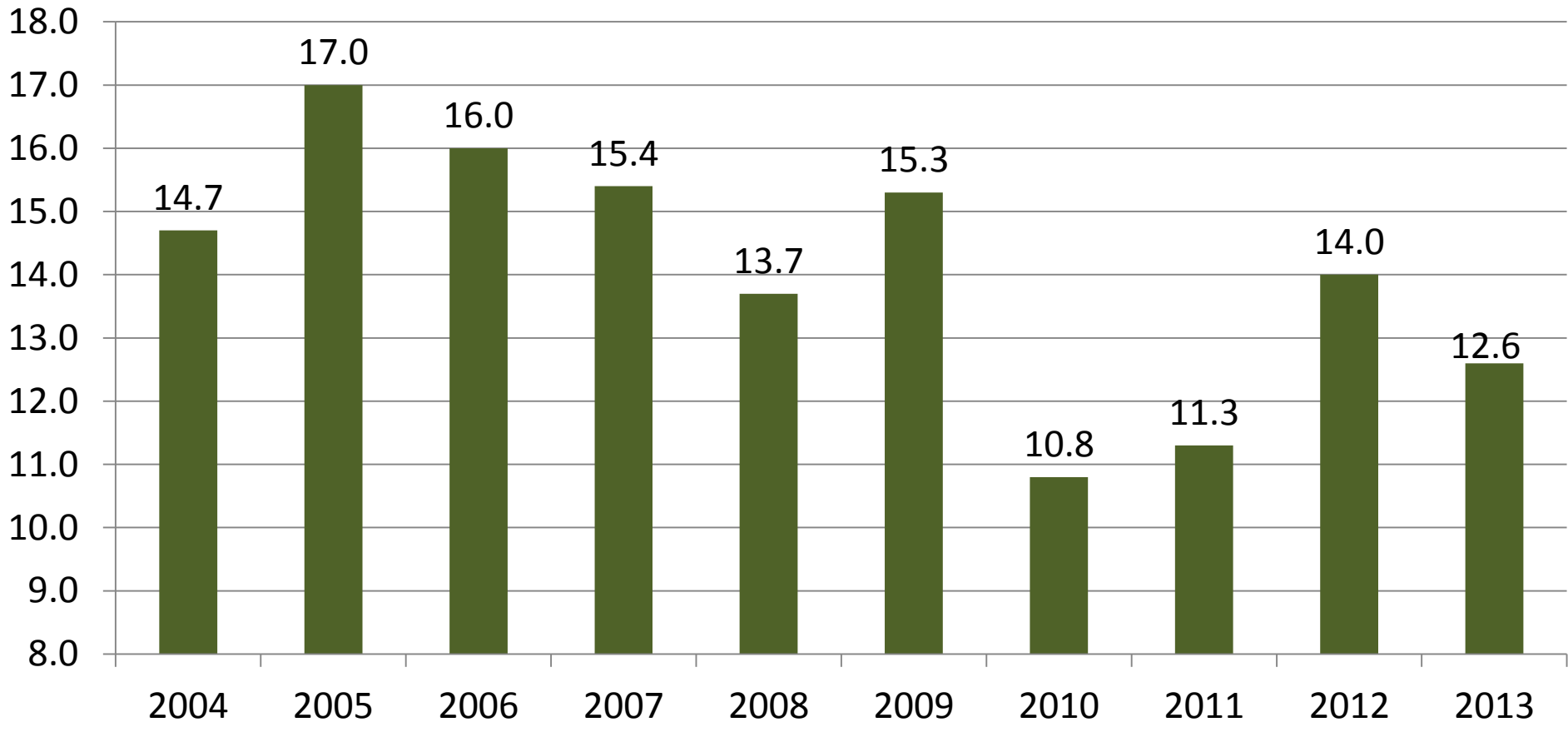
- **Cypress-Fairbanks**
- **Northside**
- **North East**
- **Katy**
- **Plano**
- **Conroe**
- **Lewisville**
- **Klein**
- **Round Rock**

State Peers Parameters: 2013
Enrollment = 45,000 - 109,000
EDS% = 27.5% - 53.5%

Fort Bend ISD 2013:
Enrollment = 69,123
EDS% = 38.6%



FBISD Teacher Turnover

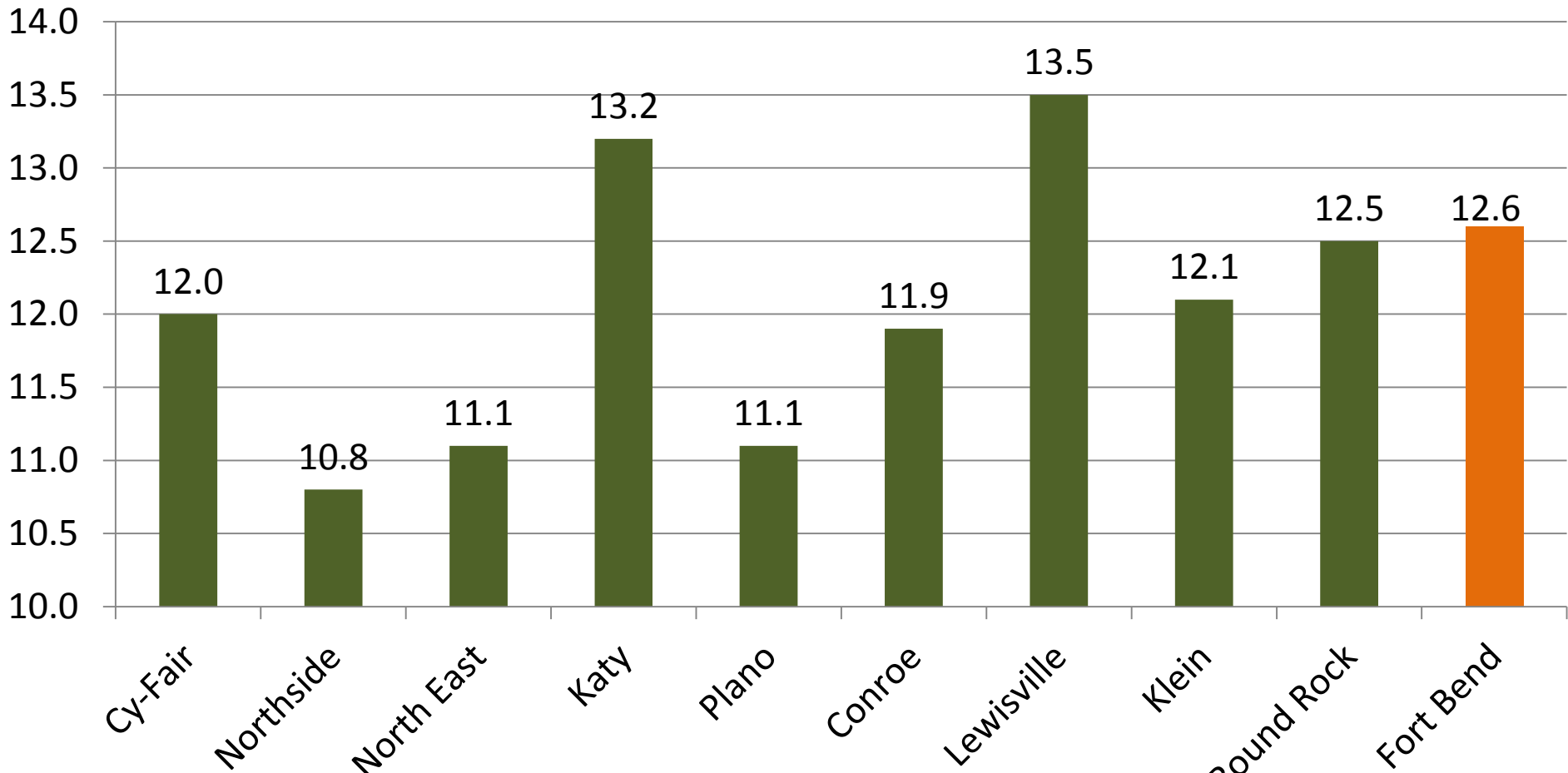


Source: FBISD Finance

■ Student/Teacher



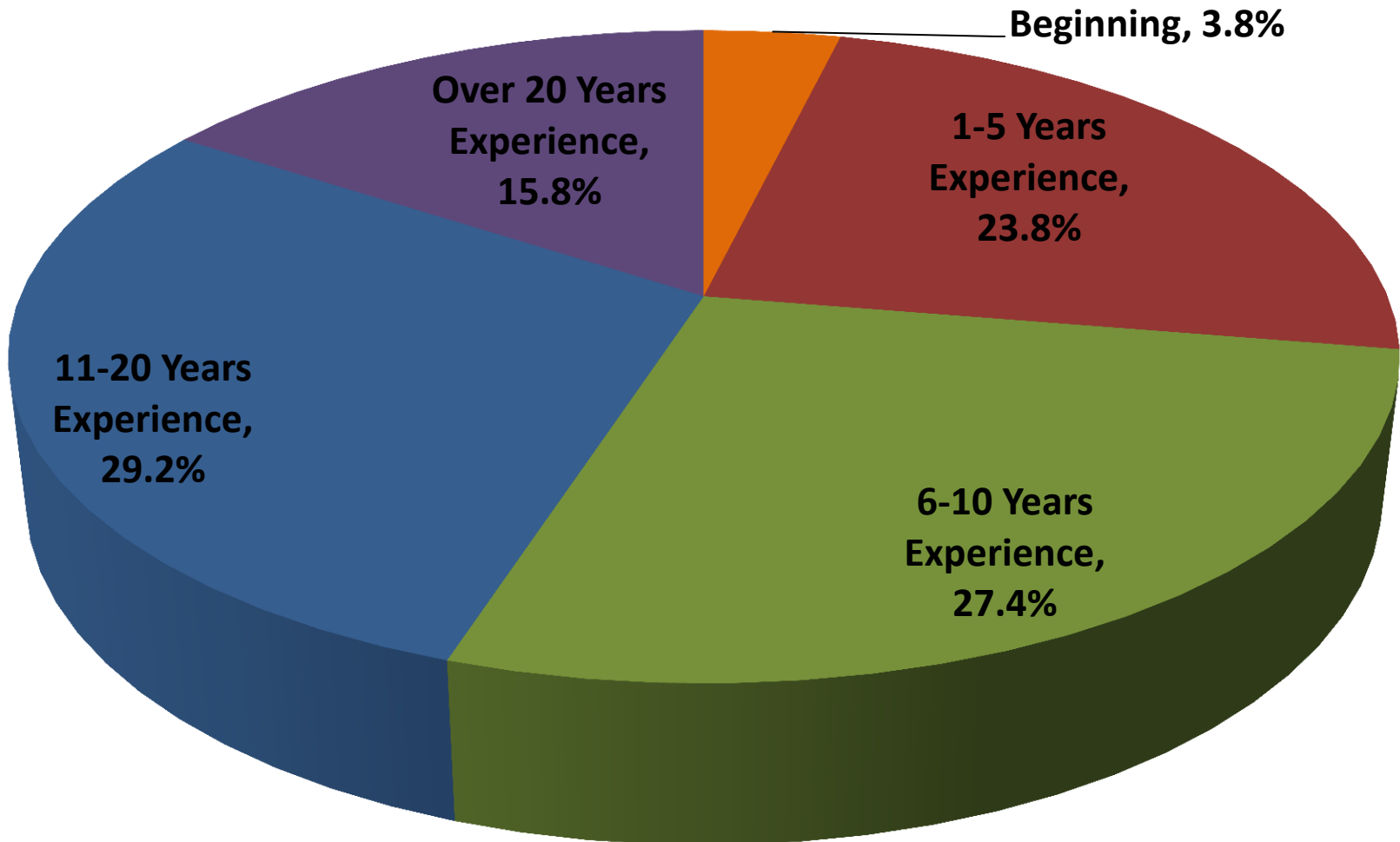
Teacher Turnover 2013 State Peers



Source: FBISD Finance

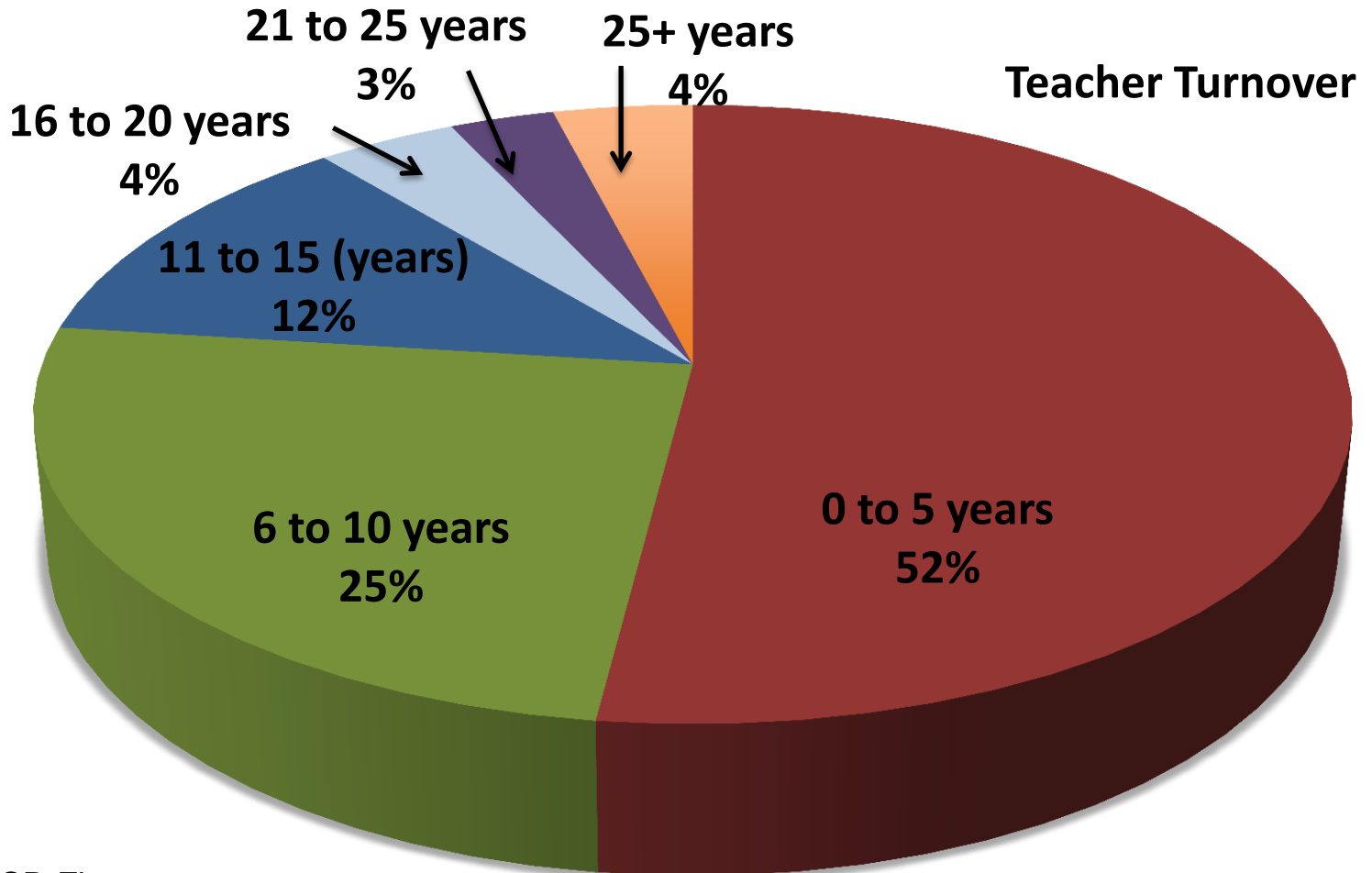


FBISD Teacher Experience



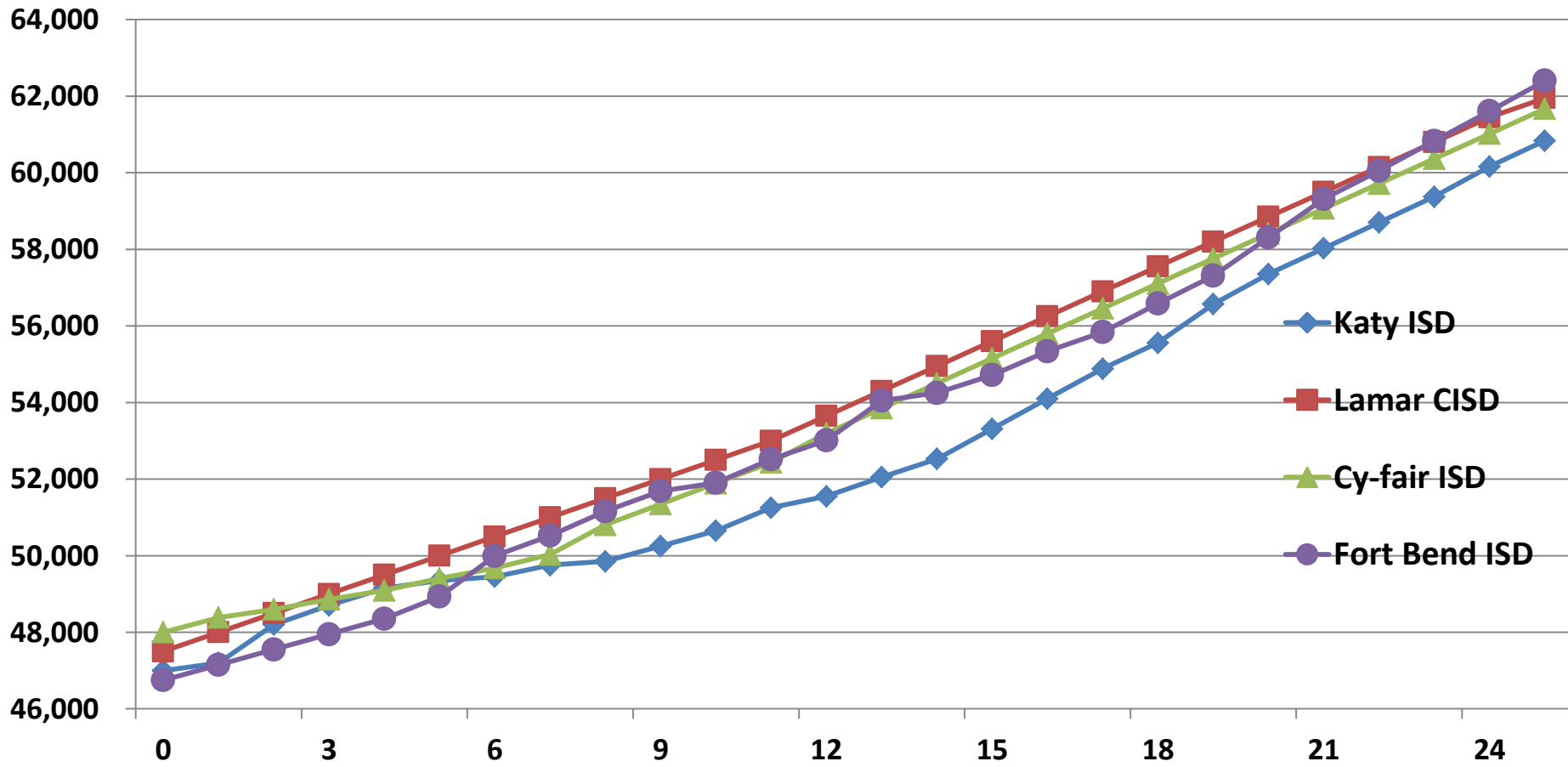


FBISD Teacher Turnover





2013-2014 Teacher Pay



Source: FBISD Finance & District Websites



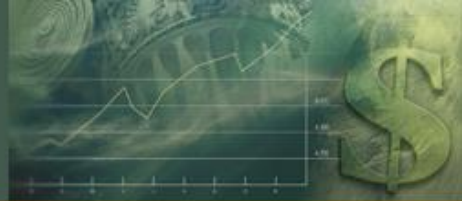
2013-14 Compensation Issues

- **Low Teacher Pay Compared to Peers**
- **High Teacher Turnover Compared to Peers**
- **Equity Issues Not Addressed By TASB Study**
- **Stipend Recommendations Not Implemented**

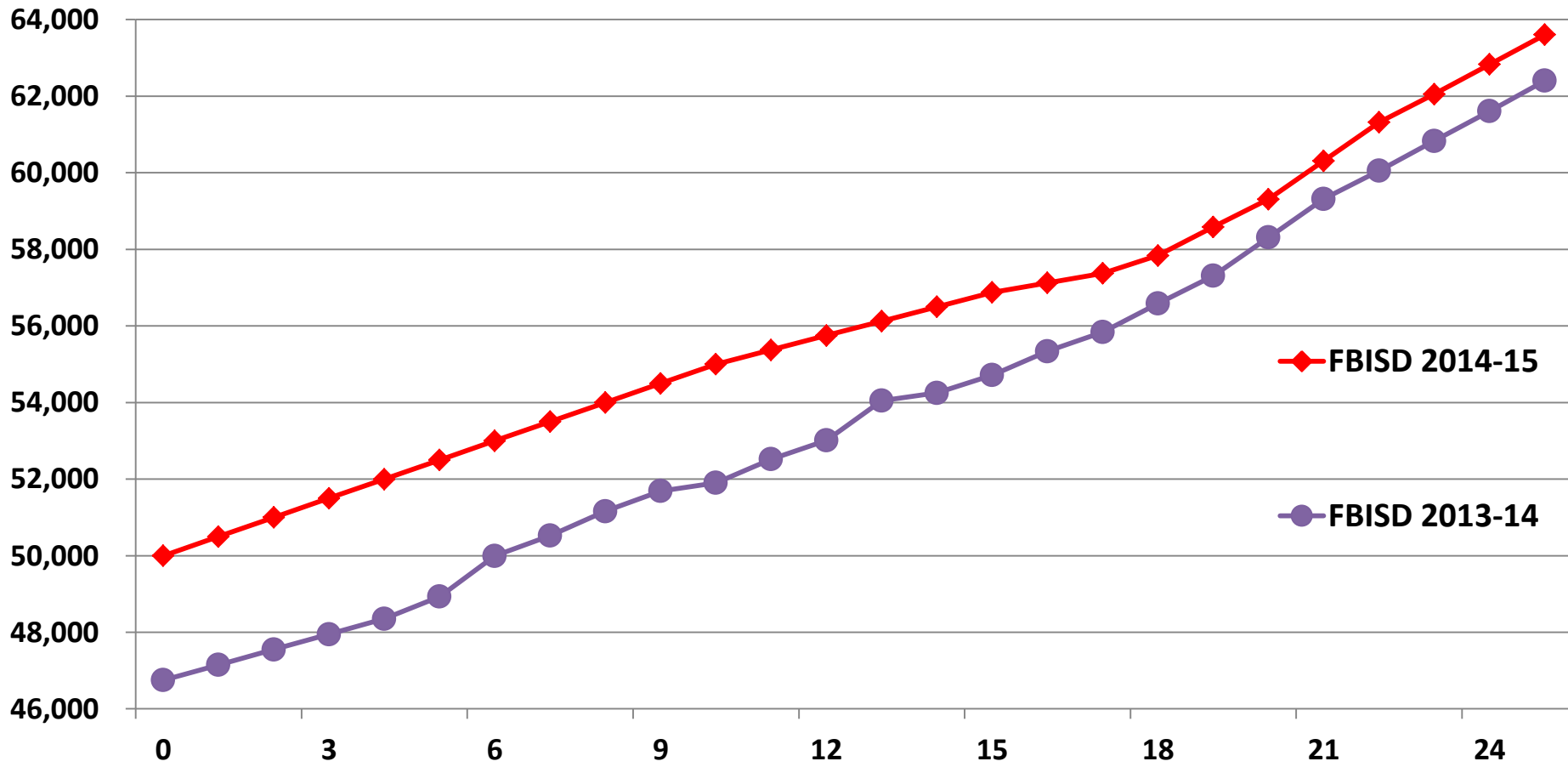


2014-15 Proposed Teacher Pay Scale & General Increase

- **\$50,000 Starting Pay**
- **Percentage Increase Ranges from 4.0% to 8.6% (5.8% avg.)**
- **Salary Increase Ranges from \$2,214 to \$4,147 (\$3,018 avg.)**
- **Teacher Salary Leader through Year 14 on Scale**
- **Proposed pay increase of 4% of midpoint for non-teaching employees**
- **Cost of \$14.1M for Teachers & \$5.4M for Others = \$19.5M**



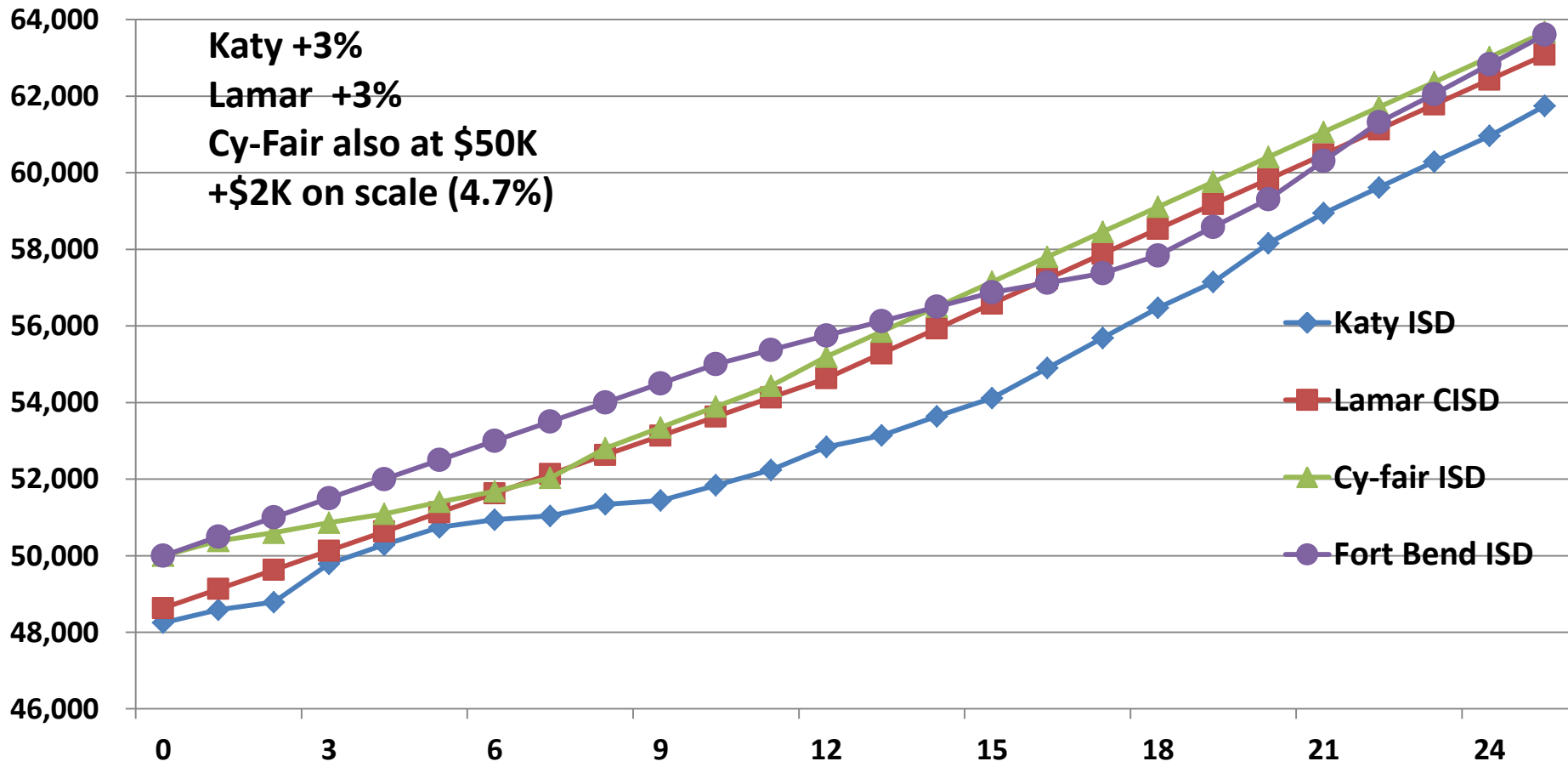
Proposed 2014-15 FBISD Teacher Pay



Source: FBISD Finance & District Websites



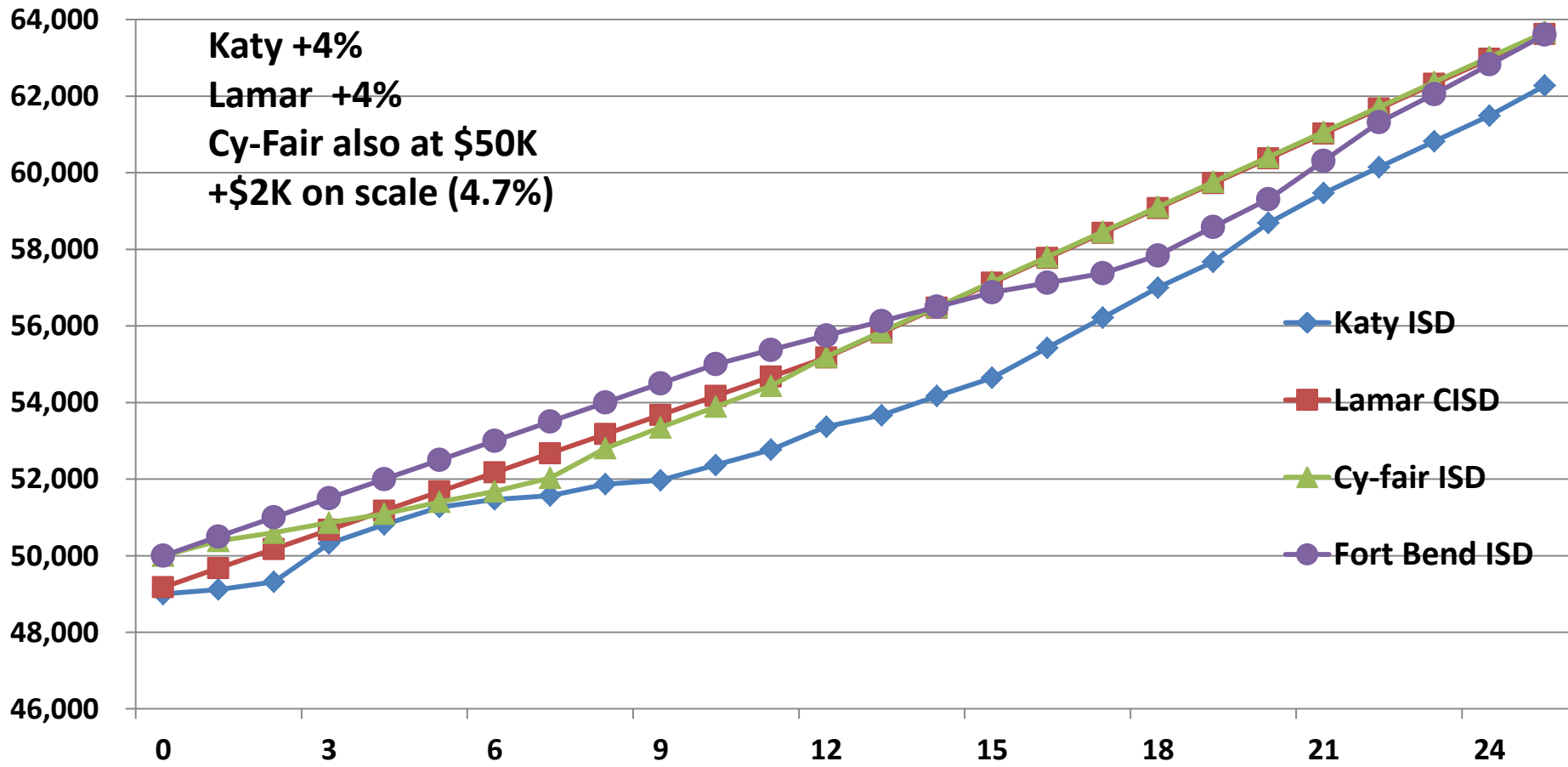
2014-2015 Teacher Pay Scenarios



Source: FBISD Finance & District Websites



2014-2015 Teacher Pay Scenarios



Source: FBISD Finance & District Websites



2014-15 Compensation

- **Approve proposed pay plan by April 7th**
- **Address select compensation issues identified by TASB**
- **Consider signing bonuses for campus professionals and hard to fill positions**



2014-15 Budget Committees – Top Priorities

- **Math Specialists at All Campuses**
- **Salary Increase (including stipends, equity adjustments)**
- **Testing Coordinators/Facilitators**
- **Tech Support at All Campuses (Instructional & Troubleshoot)**
- **Dedicated Instructional Coaches at All Campuses**
- **Special Education Support (ARD Facilitators – campus based)**
- **Smaller Classes at All Levels**
- **Updated Technology – Hardware (all kinds) & support**
- **Library Funding (Aides & Books)**
- **Incentives for Working in Low Performing Schools**



2014-15 Budget Calendar – Key Upcoming Dates

- **March 31 – Board Budget Workshop**
 - **Staffing & Compensation Recommendation**
- **April 7 – Special Called Board Meeting**
 - **Action on Staffing & Compensation Recommendation**

FBISD 2014-2015 BUDGET

Fort Bend Independent School District

Month	Value
M	4.75
J	5.00
J	4.85
A	4.95
S	4.85
O	5.00
N	5.00

5.00
4.90
4.50